

**FCC ANNUAL EEO REPORT
NEW JERSEY PUBLIC BROADCASTING AUTHORITY
February 1, 2011**

Report Deadline: February 1, 2011

Covered Period: January 26, 2010 through January 25, 2011

General Statement:

The New Jersey Public Broadcasting Authority (NJN) is subject to very intensive recruiting and reporting requirements of the State of New Jersey's Division of Equal Employment Opportunity and Affirmative Action that are in fact stricter than the FCC's requirements. NJN operates in accordance with its "Equal employment Opportunity/Workforce Development Plan," and includes NJN's Equal Employment Opportunity and Affirmative Action Policy Statement which is attached.

Report:

The New Jersey Public Broadcasting Authority, (NJN), licensee of public television Stations WNJT, WNJB, WNJM and WNJN and public radio Stations WNJP-FM, WNJT-FM, WNJN-FM, WNJS-FM, WNJB-FM, WNJM-FM, WNJO and WNJZ-FM continues to be under a restricted hiring process due to severe budget cutbacks and fulltime employee level caps since the 2004 fiscal year. As a result of this situation, NJN did not recruit nor fill any vacancies during this report year except for an emergency temporary position. This was an open position for a South Jersey correspondent who left NJN's employment in January 2010. An internal job posting for the position was posted from July 23 through August 6, 2010. The contractor accepted the position and worked for NJN from September 7 through December 3, 2010 as an employee and left after layoff notices were sent to all NJN employees in mid-November of 2010. Even though the notices were temporarily suspended on December 17, 2010, NJN does not plan on reposting or hiring for this position. No recruitment sources requested that they be notified during the above time period.

NJN has not had a Human Resources Director for two years, therefore, the workload has been shared with other staff members and NJN has not had the ability to hire staff particularly at this time in a wind down mode. It was unclear whether NJN would continue operating past December 31, 2010. On December 17, 2010, employees learned that they would continue working for an undefined period of time to allow the possible selection of a new entity or entities to assume operations, whether by station assignment or by time brokerage arrangement. The NJPBA Board has been reconstituted and a process has been set up for RFPs to determine any such new entities.

Outreach Activities:

Despite the absence of a Director of Human Resources, NJN nonetheless engaged in a variety of outreach activities, which are listed below.

Participation in scholarship programs directed to students who want to pursue a career in broadcasting

- An NJN employee participates every year in a *How to Get Your First Job in television event* sponsored by the Mid Atlantic Chapter of NATAS.
- The Acting Executive Director serves on the National Academy of Television Arts and Sciences (NATAS) scholarship program and two staff members participate in a selection of recipients of a scholarship from the Mid-Atlantic Chapter of NATAS.

Internships

- NJN has an active internship program which has been in place for several years. The majority of the interns are placed in the news and production departments in our Trenton and Newark facilities.
- In the fall of 2010, NJN had a doctoral candidate intern who explored marketing initiatives and other research for NJN.
- The Executive Producer of the longest running Hispanic issues series *Images/Imagenes* works with students in the Latino community on a regular basis. Interns from the Center for Hispanic Policy Research and Development assist on his program as well as students who participate in the Hispanic Youth Showcase. This year he had interns and participants in the Showcase learn how to use flip cameras and create webisodes about Latino health care to accompany a program NJN produced and to document their experiences in the Showcase.
- The Executive Producer of *Due Process*, NJN's award-winning weekly series on law and justice, had three African American interns for the show this year and three last year as well. She also worked with Black and Latino students from the Newark elementary schools on public speaking for the Branch Brook Gala.

Participation in events relating to career opportunities sponsored by educational institutions

- On January 6, 2011 the Executive Producer of *Images/Imagenes* spoke to 3,000 kids at a Three Kings Festival at Essex County College about the NJN Hispanic Youth Showcase and had the kids perform for them.
- In 2010 one of NJN's reporters spoke at Rutgers University and Saint Peters College about her career in broadcasting.
- In 2010, the Acting Executive Director guest lectured at Temple University for a Broadcast Management course.
- In 2010, the Acting News Director participated in a Meet the News Directors breakfast at Drexel University.

Training Programs

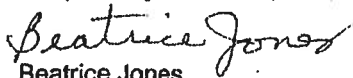
- As has been done for a number of years, in 2010 NJN sent staff to training from the Mid-Atlantic chapter of NATAS, which was run by the Poynter Institute.

Other activities

- NJN offers and conducts tours for many school groups and those interested in learning more about NJN and broadcasting on an ongoing basis. In 2010, NJN conducted over 25 such tours.
- Several NJN Open Houses were held during the 2010 year to offer our non-profit community the opportunity to see what we do at NJN to serve the New Jersey citizens.
- In May 2010 the executive producer of NJN's long running issues series Images/Imagenes talked to 20 creative arts students at Ezra Nolan Middle School in Jersey City about incorporating art and television and aired their work on NJN Hispanic Youth Showcase as they turned an old cafeteria into a colorful masterpiece of wall to wall murals with landscapes of Jersey City. In September, he traveled to Plainfield Grade School and spoke to 30 fourth graders about incorporating the arts in media and careers in television.
- NJN has a community presence and serves as a station and industry ambassador in that regard. Almost every Classroom Close Up shoot involves some level of interest among the media production students, so we often invite them to watch us and ask questions. Also, a staff member has participated in the ASK AN ALUM program at Rowan University.

Although no vacancies occurred during the reporting period except for the emergency temporary filling, NJN continued its membership with New Jersey Broadcasters Association and had access to its publication of the EEO1 Source. This organization ensures nationwide dissemination of vacancies including culturally diverse organizations when recruiting.

Respectfully submitted,



Beatrice Jones
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Attachment "A"

Equal Employment Opportunity and Affirmative Action Policy Statement

Equal employment opportunity, regardless of race, creed, color, national origin, ancestry, age, gender, affectionate or sexual orientation, marital status, liability for services in the Armed Forces of the United States, disability or nationality is the law of this State, as embodied in the New Jersey Law Against Discrimination (N.J.S.A. 10:5-1 et seq.), as well as Title VII of the Civil Rights Act of 1964, the Civil Rights Act of 1991, the Age Discrimination in Employment Act, the Americans with Disabilities Act, Executive Order No. 61 and Chapter of the Civil Service Act (N.J.S.A. 11A:7-1 et seq.). The policy and mandates of New Jersey Network are to ensure equal employment for all employees and applicants for employment. This policy and mandate apply to all levels of employment within the Network. Equal employment opportunity includes, but is not limited to recruitment, selection, hiring, promotions, compensation, benefits, transfers, work assignments, layoffs, returns from layoffs, training, education, tuition assistance, facility accessibility, reasonable accommodation, and access to social and recreational programs. It also includes policies, procedures and programs for recruitment, employment, training, promotion and retention of minorities, persons with disabilities and women.

Employment practices will be reviewed routinely to ensure that all applicants, employees and contractual personnel, including members of protected classes, are receiving fair and equal consideration for job opportunities in all categories of employment, including administrative and professional categories. Affirmative action will be taken to encourage all members of protected classes to apply for positions within New Jersey Network. Good faith efforts will be made to meet employment and policy goals as set forth in the Network's Affirmative Action Plan.

All personnel transactions, including, recruitment, selection, hiring, promotions, compensation, benefits, transfers, work assignments, layoffs, returns from layoffs, training, education, tuition assistance, facility accessibility, reasonable accommodation, and access to social and recreational programs will be administered without regard to race, creed, color, national origin, ancestry, age, gender, affectionate or sexual orientation, marital status, liability for services in the Armed Forces of the United States, disability or nationality.

This policy statement is made available to all Network employees and contractual personnel annually, all of who must comply with this Policy and those of the State of New Jersey. All state employees have a responsibility to maintain high standards of honesty, integrity and impartiality in the performance of the State's official business. Employee conduct which violates these standards, or which violates the principles of this Policy Statement or the Network's Policy Against Discrimination, Harassment and Hostile Environments in the workplace will not be condoned and may result in discipline, up to and including termination.

All managers, supervisors, the personnel manger and the affirmative action officer are responsible for the implementation of this Policy and the management of the Network's affirmative action program.

This Policy Statement will be made available to all employees and contractual personnel through distribution with a bi-weekly pay at least once a year and through posting, along with general equal employment opportunity and affirmative action information, on bulletin boards in conspicuous locations throughout the Network's facilities.

Any employee, who believes he or she has been subject to, or is aware of, any conduct that violates these policies, should report it to Affirmative Action Officer, Beatrice Jones at (609) 777-5017 or via email at bjones@njin.org.

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